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# CE HEALTH AND SAFETY AGENCY

WORKING TOGETHER FOR HEALTH AND SAFETY

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## WHO WE ARE

The Workplace Health and Safety Agency was established in 1991 to develop and deliver health and safety programs for Ontario managers and workers.

Its major responsibilities include developing and administering the Certification Training Program, which will ultimately train more than 64,000 workers and managers in health and safety. The Agency has also introduced a Musculoskeletal Injuries Prevention Program to combat the rising incidence of repetitive strain injuries.

The Agency also funds, directs and oversees health and safety training organizations and clinics and promotes public awareness of workplace health and safety issues.

The Workplace Health and Safety Agency is unique in that it is governed and operated cooperatively on a daily basis by management and labour. Its Board of Directors is headed by full-time Vice-Chairs and Joint CEOs Paul Forder (Labour) and Bob McMurdo (Management) and includes eight part-time representatives each from labour and management.

## HEALTH AND SAFETY DELIVERY SYSTEM

The Workplace Health and Safety Agency has taken major steps to revitalize Ontario's health and safety program delivery system.

The Workers' Compensation Board transferred accountability for the funding of the health and safety delivery organizations (HSDOs) to the Agency in 1991. At that time the system included eight safety associations, three safety programs, and the Workers Health and Safety Centre.

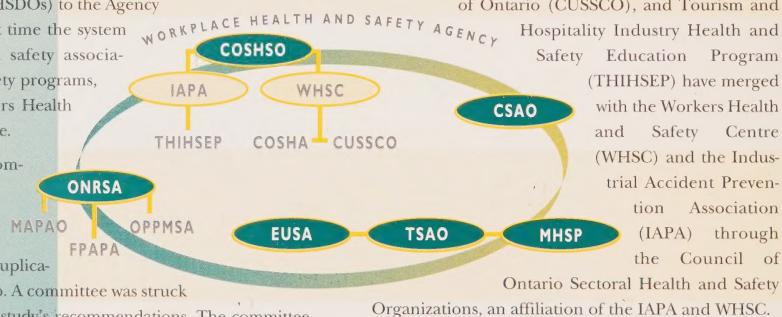
An Agency-commissioned study of the system in 1991 found inefficiencies, duplication and overlap. A committee was struck to act upon the study's recommendations. The committee carried out extensive consultations with the affected parties.

The Ontario Natural Resources Safety Association, which is governed jointly by management and labour, was formed in October, 1993 as a result of the integration of

the Mines Accident Prevention Association of Ontario, the Forest Products Accident Prevention Association and the Ontario Pulp and Paper Makers Safety Association.

The Care-givers of Ontario Safety and Health Association (COSHA), College, University and School Safety Council of Ontario (CUSSCO), and Tourism and Hospitality Industry Health and Safety Education Program (THIHSEP) have merged with the Workers Health and Safety Centre (WHSC) and the Industrial Accident Prevention Association (IAPA) through the Council of Ontario Sectoral Health and Safety Organizations, an affiliation of the IAPA and WHSC.

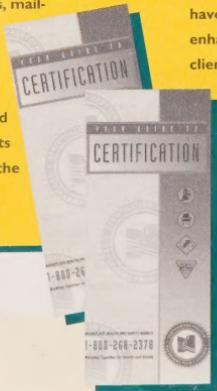
The reorganization of the original 12 separate HSDOs has resulted in a revitalized health and safety system comprised of five groups plus the Construction Safety Association of Ontario (CSAO).



## ACCOMPLISHMENTS

### *Since it began operations, the Agency has:*

- Developed the Core Certification Program which will be used to train thousands of members of Joint Health and Safety Committees.
- Developed the Musculoskeletal Injuries Prevention Program, a comprehensive course which deals with musculoskeletal injuries.
- Toured worksites across the province to speak directly with members of Joint Health and Safety Committees and hear ideas and solutions to workplace injuries from workers and managers in the health and safety field.
- Promoted the importance of a safe and healthy workplace and created greater awareness for the issue of occupational health and safety through a series of Agency newsletters, brochures, mailings, and videos.
- Participated with health and safety specialists from Canada, the United States,



- Europe and Asia at conferences to promote health and safety issues and to discuss how the bipartite approach of management and labour working together has had a positive impact on health and safety issues.
- Launched a major review of the delivery of Occupational Health and Safety training in Ontario.
- The creation of a new health and safety organization, the Ontario Natural Resources Safety Association, which serves the mining, forestry and pulp and paper sectors. The creation of the new organization was the first merger in the health and safety delivery organization system. It is part of a number of mergers and collocations that have occurred to enhance service to clients, introduce economies of scale and provide better value for the public dollars spent on health and safety in Ontario.

- The development of phase two of the Core Certification Program.
- The Certification Specific Program addresses the specific hazards of 20 sectors of the Ontario economy.
- The establishment of a Task Force on Accreditation and the development and circulation of a discussion paper on how the process may work.
- Assembled a team of health and safety specialists and staff in the policy and research, legal, human resources, certification, finance, systems and communications departments at the agency.
- Made a submission to the Ontario Royal Commission on Learning encouraging young students to be involved in health and safety issues.



## CERTIFICATION

The Workplace Health and Safety Agency, working together with the health and safety delivery organizations, developed the Certification Training Program, an innovative and comprehensive course in health and safety. Certification training is required by law for at least two members of each joint health and safety committee in Ontario.\*

- Certified committee members have certain rights and duties including:
  - conducting monthly inspections of the workplace;
  - the right to have dangerous circumstances investigated;
  - the right to jointly order the employer to stop dangerous work.
- Health and safety training benefits both employers and workers. For employers, Certification training can lead to:
  - increased management-labour cooperation;
  - improved morale;

- lower Workers' Compensation costs;
- greater productivity.

- Workers benefit through:
  - a better understanding of their rights and responsibilities;
  - greater ease of mind;
  - a decreased risk of accident, illness and injury in the workplace.

Certification training has two parts — a core training program, suitable for the needs of all workplaces, and certification specific training, which is tailored to particular sectors of the economy.

The core program is divided into three categories, based on the size and complexity of

a job site and the health and safety hazards present in the workplace:

**Category I:** one week of training plus two days at the workplace to jointly assemble a hazards analysis and occupational health and safety workplan. The cost for the one-week program, including course materials, is \$535.

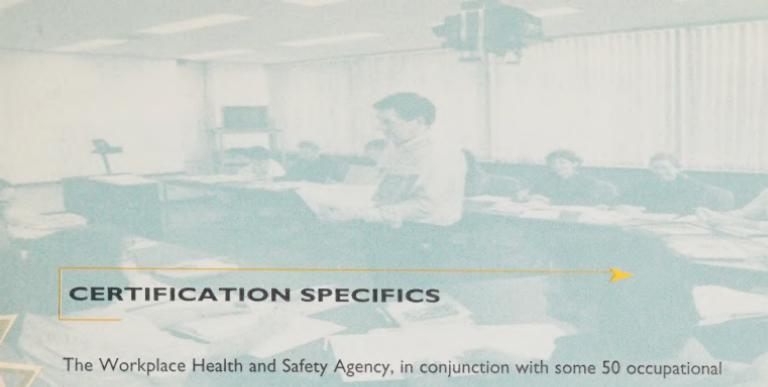
**Category II:** two weeks of training and two days at the workplace. Cost: \$765.

**Category III:** three weeks of training plus three days at the workplace. Cost \$995.

The health and safety delivery organizations offer the one, two and three-week courses at a variety of times and locations throughout the province. To find out more, call the Certification Hot Line at 1-800-268-2378.

*\*Different rules apply for construction sites or workplaces with designated substances. Please see the Occupational Health and Safety Act or contact the*





## CERTIFICATION SPECIFICS

The Workplace Health and Safety Agency, in conjunction with some 50 occupational health and safety specialists, drawn from the Agency, the health and safety delivery organizations (HSDOs), and other organizations is developing health and safety training designed to meet the specific needs of 20 sectors of the Ontario economy.

The training, called Certification Specific, is the second phase of the Ontario-wide program, which began with Core Certification Training.

The Agency is in charge of creating and administering Certification Specific training. The HSDOs, which come under the aegis of the Agency, deliver the program. The specialists are divided up into 20 project teams consisting of one labour representative and one management representative.

Sectors and sub-sectors identified for Specific training are generally based on the new Ontario

Workers' Compensation Board rate structure — for example, mining, construction, transportation, education.

A three-phase process is being followed in creating Certification Specific.

First, hazards are to be identified in each sector. Over 500 joint committees across Ontario have completed a Hazard Information Survey. From this, a list of hazards for each sector and subsector (more than 200 subsectors have been identified) will be drawn up.

The second phase involves creating a priority list of hazards for all sectors.

Common and unique hazards will be identified and training modules written around them.

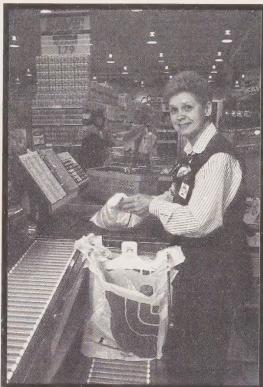
The third phase is the writing of the sector programs, using both common and specific modules.

## MUSCULOSKELETAL INJURIES PREVENTION PROGRAM (MIPP)

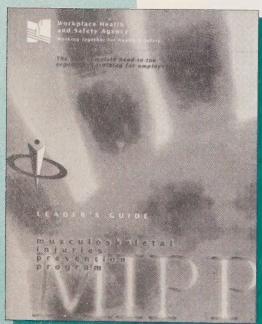
**R**epetitive strain injuries, back sprains and other so-called musculoskeletal injuries (MSIs) are the most common type of workplace injury. They can happen to anyone - drivers, cashiers, secretaries, nurses, assembly workers, miners or construction workers. Every year, the Workers' Compensation Board registers more than 100,000 claims for this type of injury - and the numbers are growing. Conservative estimates of the annual cost of MSIs are in the hundreds of millions of dollars.

But many musculoskeletal injuries can be prevented, easily and inexpensively. The Workplace Health and Safety Agency, in cooperation with the health and safety delivery organizations, has introduced the Musculoskeletal Injuries Prevention Program (MIPP), a one-day course that teaches supervisors and workers to understand, identify, control or eliminate the risk factors that can lead to MSIs.

The program is applicable to all kinds of work environments, and is available in both French and English. In addition to this generic program, MIPP has also been tailored to the needs of eight specific areas of the economy:



- processing, assembling and repairing;
- retail and services;
- manufacturing;
- construction;
- transportation;
- clerical and related professions;
- health care;
- mining.



*For more information about MIPP, check the appropriate box on the enclosed response card.*

**The Workplace Hazardous Materials Information System (WHMIS)** gives workers and supervisors the right to know about the hazards of materials used in the workplace. WHMIS is a nation-wide mandatory system that includes:

- warning labels on containers of hazardous materials
- safety data sheets that provide more information about each material
- worker training on how to use this information

The law governing WHMIS identifies six classes of hazards: compressed gas, flammable and combustible material, oxidizing material, poisonous and infectious material (which contains three separate sub-classes), corrosive material and dangerously reactive material. Each class is represented by a hazard symbol.

The producer of a hazardous material may ask permission not to reveal certain ingredients, their concentrations or name of supplier on the grounds that this information needs to be guarded as a trade secret. An impartial review commission examines the claim. Workers and other affected parties may participate in the process to argue for or against the claim.

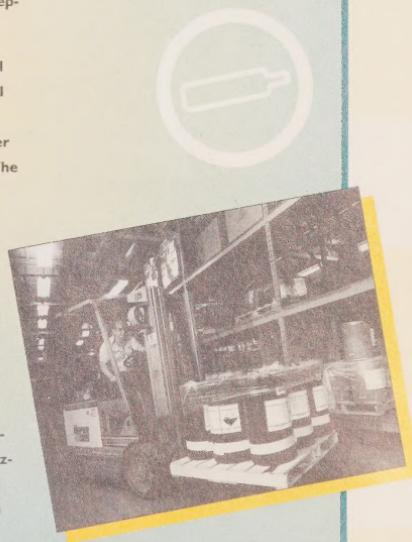
Under WHMIS, hazards are identified by preparing a workplace inventory and performing assessments on hazardous materials produced and used in the workplace. The inventory, a list of all hazardous materials present in the workplace, is prepared and maintained by the employer after consultation with the joint health and safety committee in the workplace or with the worker health and safety representative, if any. In a workplace with neither a committee nor a representative, workers may select one of their number to represent them.

Assessments are required for all biological, chemical and physical agents actually produced in the workplace to determine whether they are hazardous materials. The employer is responsible for the assessment, but must first consult with the worker representative or joint health and safety committee and then furnish them with copies of the finished assessment.

WHMIS essentially implements the Right to Know in the workplace. It deals with the preservation of life and health against hazardous substances which can be part of many kinds of work. The

system is meant to give vital information to each and every person in the workplace.

The *Occupational Health and Safety Act* requires employers to train workers who are exposed or likely to be exposed to a hazardous material or physical agent. The Workplace Health and Safety Agency supplies training materials, including videos and manuals, to the health and safety delivery organizations, which do the actual training.



For more information about WHMIS, check the

appropriate box on the enclosed response card.

## MANDATE

### THE AGENCY'S MANDATE AS SET OUT BY THE

### REVISED OCCUPATIONAL HEALTH AND SAFETY

ACT OF ONTARIO REQUIRES IT TO: ➤ develop

standards for the certification of members of health and safety committees and other workers;

➤ establish and administer the certification

process, including the training requirements of committee members and workers; ➤ fund, direct and oversee existing safety organizations;

➤ promote public awareness of occupational health and safety; ➤ provide funding for occupational health and safety research; ➤ establish a small business advisory committee; ➤ develop

requirements for the accreditation of employers who operate successful health and safety programs and policies; ➤ accredit and revoke the accreditation of employers according to the standards developed by the Agency; ➤ advise the Minister of Labour on matters related to occupational health and safety which may be brought to its attention or referred to it.

## OUTREACH

One of the goals of the Workplace Health and Safety Agency is to heighten public awareness of occupational health and safety issues and inform workers and managers about the Agency and its activities.

That's why the Agency's Board of Directors regularly visits workplaces outside of the Agency's offices in Toronto twice each year.

Board members tour a variety of worksites across Ontario, often meeting directly with members of Joint Health and Safety Committees and speaking directly with workers and managers dealing with health and safety issues.



## SPEAKERS BUREAU

The Agency's Vice-Chairs make many speaking engagements each year. If you would like the Vice-Chairs to speak at your event, please forward your request to the Office of the Vice-Chair & Joint CEO (Labour) or the Office of the Vice-Chair and Joint CEO (Management), and include the following information:

- date, time and exact location of the speaking engagement;
- estimated number and profile of people to attend;
- whether the Vice-Chair(s) will be the main speakers or whether they will be part of a panel, etc.;

- what topics you would like covered (e.g., the Agency, Certification, MIPP, labour-management co-operation);
- whether the Vice-Chairs will be expected to stay for other activities following their presentation;
- name and contact number of the event organizer(s).



## TRADEBOOTH

The Workplace Health and Safety Agency tradebooth is available for conferences, seminars, tradeshows and symposiums.

Visitors to the tradebooth can learn about the latest activities at the Agency, review Agency learning materials, view videos or obtain copies of Agency newsletters and brochures.

If you would like to have the tradebooth at your health and safety event, please write to the Communications Department, Workplace Health and Safety Agency, 121 Bloor Street East, Toronto, Ontario M4W 3M5.



## Management



**Robert D. McMurdo**  
Vice-Chair and  
Joint CEO  
Management

A graduate of the University of Western Ontario School of Business Administration, McMurdo was until recently President of McKay-Cocker Construction Limited in London, Ontario.

He has been deeply involved in construction industry matters, having served as President of the Construction Safety Association of Ontario and the Ontario General Contractors Association, as a director of the Canadian Construction Association and in key roles with a number of other construction industry organizations. He has also served as a member of the Ontario Labour Relations Board.



**Paul T. Bachand**  
Vice-President, Human Resources  
Cara Operations Ltd.

**Ronald Boissoin**

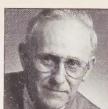
*Divisional Occupational Health and Safety Manager*  
General Motors of Canada



**William Charles Ferguson**  
Vice-President, Environment, Health and Safety  
Inco Ltd.

**Louise G. Johnson**

*Executive Director*  
St. Joseph's Hospital, North Bay



**Don McKee**  
North York Hydro

**Jim Reeves**

*Owner/Dealer*  
Canadian Tire, Sutton, Ontario



**Carmar Sweica**  
Lackie and Company Ltd.



**Paul K. Forder**  
Vice-Chair and  
Joint CEO  
Labour

Forder was active for many years with the United Auto Workers (now the Canadian Auto Workers). From 1975 to 1990 he was with the Ontario Federation of Labour, first as a political action organizer, and later as director of the political education department and finally as director of organization services.

Forder is a labour educator and lecturer, whose experience has included an assignment for the Brussels-based International Confederation of Free Trade Unions (ICFTU) as a teacher at the Workers College in Barbados. He is a member of Amnesty International and the Canadian Civil Liberties Association.



**Joseph Duffy**  
Business Manager and Secretary-Treasurer  
Provincial Building and Construction  
Trades Council of Ontario

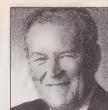
**Vernon Edwards**  
Director of Occupational Health and Safety  
Ontario Federation of Labour



**Harry Hynd**  
Director, District Six  
United Steelworkers of America

**Thomas Kukovica**

*Canadian Director, International*  
Vice-President, United Food and Commercial Workers International Union



**Robert Nickerson**  
Canadian Auto Workers

**Maureen O'Halloran, REG.N**

*Assistant Director of Research/Arbitration Services*  
Ontario Nurses Association



**Patrick (Sid) Ryan**  
President  
Canadian Union of Public Employees, Ontario Division

**Fred Upshaw**  
President  
Ontario Public Service Employees Union



**Bruce Stanton**  
Chair

Stanton, President and General Manager of Bayview-Wildwood Resort in Port

Stanton is the part-time non-voting chair of the Agency. He has first-hand experience with the Agency, as well as a strong interest in occupational health and safety, and a record of service on various Ontario tourism industry boards and committees. He served a two-year term as a part-time management member of the Agency's Board in 1991-92. He was a founding member of the Tourism and Hospitality Industry Health and Safety Education Program (THHSEP).

A past president of Resorts Ontario and Tourism Ontario, he has also served on the board of the Tourism Industry Association of Canada.

The Workplace Health and Safety Agency, a bipartite organization of labour and management, is committed to promoting and enhancing the highest degree of physical, mental and social well-being of workers. This will involve empowering the workplace parties to direct their destinies, so that the incidence and consequence of accidents, illnesses and diseases arising out of events and exposures in the workplace can be reduced. The Agency will strive to achieve these objectives through joint Labour-Management leadership and co-operation under the letter and spirit of the *Occupational Health and Safety Act of Ontario* and will include the:

- generation of knowledge on health and safety hazards;
- development, delivery and administration of education and training programs for the workplace parties;
- promotion of occupational health and safety;
- development and publication of standards of performance for health and safety;
- direction and supervision of funding, and;
- encouragement of the bipartite approach for continuous improvement throughout the health and safety network.

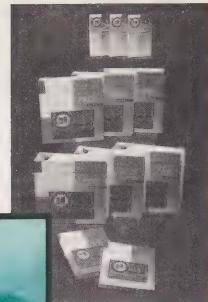
## Workplace Health and Safety Agency

121 Bloor Street East

Suite 900

Toronto, Ontario

M4W 3M5



## TO FIND OUT MORE...

If you would like more information about the Agency, please indicate below and mail or fax us this tear-out card.

I would like more information about:

- Accreditation**
- Certification**
- Health and Safety Delivery Organizations**
- Musculoskeletal Injuries Prevention Program**
- Small Business**
- Workplace Hazardous Materials Information System (WHMIS)**

I would like to receive this material by:

- Fax**
- Mail**

### *At the Agency*

is the official newsletter of the

Workplace Health and Safety Agency. This 16-page bilingual publication comes out 8 times a year and includes news about the Agency, the health and safety delivery system and other health and safety matters. If you would like to receive *At the Agency*, please indicate:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

## Cocher ici :

L'Agence sur la santé et la sécurité au travail publie huit fois l'an un bulletin officiel de 16 pages intitulé « **A l'Agence** ». Qui publie dans les deux langues sainte et d'autres questions relatives à la santé et à la sécurité. Pour recevoir ce bulletin officiel, prière de

J'aimeerais recevoir ces documents par :

## dangeruses utilisées au travail (SIMDT)

- Le système d'information sur les matières
- Les petites entreprises
- Les musculo-squelettiques
- Le programme de prévention des blessures
- et de sécurité

## Les organismes de formation en matière de santé

## L'agrement

## La reconnaissance professionnelle

## J'aimerais de plus amples renseignements sur

Pour de plus amples renseignements sur l'Agence, prière de cocher les cases appropriées ci-dessous et de nous poster ou télécopier cette carte déplaçable.



Agence Pour la Santé et la Sécurité au Travail  
121, rue Bloor est  
Bureau 90  
Toronto (Ontario  
M4W 3M

La défense du biperlisme pour l'Amélio-  
ration constante du réseau de santé et  
de sécurité.

venues;

normes d'excellence en matière de  
santé et de sécurité;

La promotion de la santé et de la sécurité au travail;

natlon de programmes de sensibilisa-  
tion et de formation à l'mention des  
parties en présence au lieu de travail;

Approfondissement des connaissances sur les dangers pour la santé et la sécurité;

Les fonctions complémentaires sont des fonctions qui dépendent d'autres fonctions.





Lacoste and Company Ltd.  
Camille Swieca

FOntario.  
relations de travail de  
membre de la Commission des  
secrétaires du personnel [à] a été  
bien d'autres organismes du  
important d'un certain nom-  
comme la construction et membre  
l'Association canadienne de  
l'Association, directeur de  
Construction Contractors  
la construction et de l'Ontario  
onatine de la sécurité dans  
é le président de l'Association  
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Il a une connaissance appro-  
on Ontario.



Canadian Tire, Sudbury, Ontario  
Jim Reeves

reconnue de l'Ontario.  
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North Hyde Park  
Don McKeek

en Ontario.  
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direct de McKay-Cooker Con-  
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Montsouris McMurdo était  
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ministre du commerce de  
Diplôme de la faculté d'ar-  
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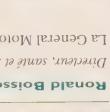
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en Ontario.



Sudbury, Ontario, entrepreneur  
William Charles Ferguson

Université Western Ontario.  
ministre du commerce de  
Diplôme de la faculté d'ar-  
en Ontario.



Canada Motor Motors du Canada  
Ronald Brossom

Université Western Ontario.  
ministre du commerce de  
Diplôme de la faculté d'ar-  
en Ontario.



Quebec, association humanitaire  
Paul T. Bachand

Université Western Ontario.  
ministre du commerce de  
Diplôme de la faculté d'ar-  
en Ontario.



D. Legeclou



Toronto (Ontario) MW 3M\$.  
La sécurité au travail, 121, rue Bloor est, Bureau 900,  
au Service des communications, Agence pour la santé et  
la sécurité des travailleurs et des communautés, 1000, rue  
Spécial sur la santé et la sécurité au travail, utilise grâce  
à vous souhaitez avoir le kiosque pour un événement

des exemplaires des bulletins et brochures de l'Agence.  
septembre d'apprentissage, visiter des sites ou des expositions  
au travail est disponible pour les congrès, seminaires  
des visiteurs qui se rendent au kiosque peuvent se ren-

au travail est disponible pour les congrès, seminaires

**L** kiosque de l'Agence pour la santé et la sécurité

## KIOSQUE



renseignements suivants :

- Les vice-présidents de l'Agence donnent de nombreux conseils
- Un de vos événements, utilisez en faire la demande au bureau du vice-président et codirecteur (travailleurs) au bureau du vice-président et codirecteur (travailleurs) en fournit les
- Les références changeant annuellement. Pour qu'il donne une conférence lors
- Vous voir toutes (p. ex. l'Agence, l'Agreement, le PPBMS, la collaboration syndicat-entreprise) :
- dans le cas où les vice-présidents sont censés participer à d'autres activités près leur pré-sélection :
- date, heure et lieu exacts de la conférence;
- assistance prévue et description de l'audi
- le vice-président sera-t-il présent pour le groupe d'experts, etc.;
- au travail est disponible pour les congrès, seminaires et symposiums.

## BUREAU DES CONFÉRENCIERS

## PROGRAMME DE SENSIBILISATION

**L**un des objectifs de l'agence pour la santé et la sécurité au travail est de sensibiliser le public aux questions liées à la sécurité et à la santé au travail et de renseigner les travailleurs et les employeurs sur

C'est pourqu'oi le conseil d'administration de l'Agence des services sociaux de Trois-Rivières a été formé par la toute récente loi sur la sécurité sociale. Ce conseil, qui a été nommé par le ministre du Travail en Ontario, est soumis à la toute récente loi sur la sécurité sociale. Les membres du conseil sont en effet des élus de la toute récente loi sur la sécurité sociale.

### Agencies etc activities.

C'est pourquoi le conseil d'administration de l'Agence dans des lieux de travail situés en dehors de Toronto.

Les membres du conseil forment la toute réunie des diverses licéennes qui travaillent en Ontario. Elles se souviennent de leurs expériences dans les établissements scolaires et communautaires avec les travailleurs sociaux et les employeurs des entreprises qui sont à la source de leur sécurité sociale. Au travail.

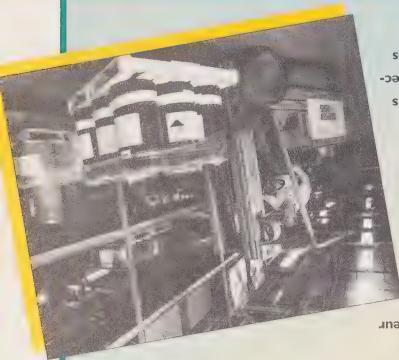
pour l'agrement des employeurs qui se sont dotés de programmes et de politiques efficaces en matière de sécurité et de santé au travail qui peuvent être portées à son attention.

Aggrer les employeurs et revoudre leur agrément conformément aux normes établies par l'Agence. Informer le ministre du Travail des questions ayant trait à la santé et à la sécurité au travail qui peuvent être portées à son attention.

la petite entreprise: élaborer des exigences  
mettre sur pied un comité consultatif sur  
financer les recherches sur la santé et la sécurité  
public aux questions de santé et de sécurité;  
organismes de sécurité actuels; sensibiliser le  
travailleur; financer, diriger et surveiller les  
en formation des membres des comités et des  
de processus d'agrement, y compris les exigences  
en formatio

- DANS LA LOI SUR LA SANTE ET LA SECURITE AU TRAVAIL REVISEE DE L'ONTARIO, EST LE SUIVANT :
- LE MANDAT DE L'AGENCE, TEL QU'IL EST ENONCE
- MEMBRES DES COMITES SUR LA SANTE ET LA SECURITE ET
- ELABORER DES NORMES POUR L'AGENCEMENT DES AUTRES TRAVAILLEURS; 

MANDAT



**L**es microtraumatismes répétés, les bles-  
sures au dos et autres troubles appels  
blessures musculo-squelettiques sont les  
types de blessures les plus fréquentes au travail.  
N'importe qui peut en être victime : chauffeur,  
conducteur, secrétaire, informaticien, travailleur à la  
chaine, minéralier ou quelque-uns. Chaque  
jour, un nombr que quelque-uns, Chaque  
million de dollars.  
Toutefois, on peut éviter bon nombre de ces  
blessures facilement et à peu de frais. L'Agence  
des organismes de formation en matière de pré-  
vention, montagne et  
réparation,  
commercice de détail et  
services,  
construction,  
transport,  
tous les métiers de travail. Il convient aussi un volet plus  
spécialisé, alors en français, s'applique à  
la programmation, offrir enfin aux besoins particuliers de huit secteurs  
de l'économie :

- travail de bureau et emplois
- connexes,
- services,
- construction;
- transports;
- connexes;
- services,
- commerce de détail et
- préparation;
- fabrication;
- constuction;
- transport;
- connexes;
- services,
- travail de bureau et emplois
- exploitation minière;
- soins médicaux;
- exploitation minière;



## PROGRAMME DE PRÉVENTION DES BLESSURES MUSCULO-SQUELETTIQUES (PPMS)







/ NOI

*Depuis sa fondation, l'Agence a :*

# R E A L I S A T I O N S

PERMETTEZ-NOUS DE NOUS PRÉSENTER

De plus, l'Agence m'a indiqué que les personnes qui ont été formées en matière de santé mentale et qui ont obtenu une certification peuvent exercer leur profession dans toute la province. Cela signifie que les personnes peuvent exercer leur profession dans toute la province, y compris dans les zones rurales et éloignées.

Le programme de prévention des risques professionnels a été mis en place dans le but de prévenir les risques liés à l'activité professionnelle. Il vise à améliorer la sécurité et la santé au travail, et à promouvoir une culture de prévention et de sécurité dans les entreprises. Le programme est basé sur une approche intégrée qui prend en compte les risques physiques, chimiques, biologiques et psychosociaux. Il comprend des mesures de prévention et de protection individuelle, collective et organisationnelle. Le programme est mis en œuvre par les entreprises elles-mêmes, avec l'aide de l'Etat et des partenaires sociaux. Il vise à améliorer la sécurité et la santé au travail, et à promouvoir une culture de prévention et de sécurité dans les entreprises. Le programme est basé sur une approche intégrée qui prend en compte les risques physiques, chimiques, biologiques et psychosociaux. Il comprend des mesures de prévention et de protection individuelle, collective et organisationnelle. Le programme est mis en œuvre par les entreprises elles-mêmes, avec l'aide de l'Etat et des partenaires sociaux.

Agence pour la santé et la sécurité au travail a commencé en 1991 son travail d'éducation auprès des employeurs et des travailleurs de l'Ontario concernant les domaines des cours sur la santé et la sécurité au travail.

PRESTATION DU PROGRAMME DE FORMATION EN SANTÉ ET SECURITÉ AU TRAVAIL

denits dams L'industrie forestière, et de l'Ontario Pulp and Paper Makers Safety Association.

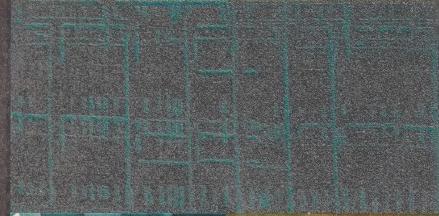
**L**union du programme de formation en santé et sécurité des étapes très importantes pour revitaliser la prestati-

Surveillexcès. Selon une étude du système AOSTH, effectuée en 1991 pour l'Agence le système n'était pas suffisant. Ainsi, malgré l'effacement des doublés comporthe de l'APAMO, des chauvachemins. Un certain nombre de mesures nécessaires suite aux recommandations de l'Unité entrepreneuriale des partenaires concrètes. L'Association possède depuis de nombreuses années une réputation de l'unité entrepreneuriale des partenaires concrètes. L'Association possède depuis de nombreuses années une réputation de l'unité entrepreneuriale des partenaires concrètes. L'Association possède depuis de nombreuses années une réputation de l'unité entrepreneuriale des partenaires concrètes.

Quelque 12 organisations de l'opposition espèrent déposer un amendement au projet de loi pour améliorer la sécurité dans les groupes et de l'Association nationale de la sécurité dans la construction (AOSC).

1. Association d'entreprises de la métallurgie et des industries extractives  
2. Association d'entreprises de la métallurgie et des industries extractives

TRAVAILLONS ENSEMBLE POUR LA SANTÉ ET LA SÉCURITÉ AU TRAVAIL



AGENCE POUR LA SANTÉ ET LA SÉCURITÉ AU TRAVAIL